

2011 FLEXIBLE SPENDING ACCOUNT (FSA) CHANGES

Attention Current Participants: Federal law requires FSA participants to re-enroll each plan year. Participation will not renew automatically.

FSA Changes for the Medical Reimbursement Account (MRA) & Dependent Care Assistance Plan (DCAP)

- The City has selected a new administrator, Fringe Benefits Management Company (FBMC). For more information about FBMC, see their website at www.myFBMC.com and review the *2011 Flexible Benefits Plan Reference Guide* on the City's Open Enrollment site: www.sanjoseca.gov/humanresources/OE2011.asp.
- The City is offering a debit card (myFBMC Card® Visa Card) for MRA participants to use for reimbursable expenses under the plan. If you enroll in the MRA, a card will automatically be mailed to your home.
- **Beginning 2011, employees will not be able to use Over the Counter (OTC) medications for reimbursement under the MRA unless they have a prescription from their doctor for that medication. Please calculate your annual election for 2011 accordingly. In addition, if you plan to purchase OTC medications for your 2010 plan year reimbursement, you should do so by December 31st.**

FSAs are like savings accounts to which you can redirect a portion of your salary before payroll taxes are taken. From these accounts, participants can request reimbursement for qualified expenses using pre-tax dollars, resulting in tax savings to you! Employees can redirect up to \$2,500 of their annual earnings into the MRA and up to \$5,000 into the DCAP.

Participants who contribute to either plan in 2011 may request reimbursements for qualified expenses incurred between January 1, 2011, and March 15, 2012. The deadline for seeking reimbursements on qualified 2011 expenses is June 15, 2012. Unspent funds are subject to the IRS' "Use-It-or-Lose-It" rule.

Want more information? Come to one of our scheduled information seminars! All sessions start at 11:30 am.

- Wednesday, November 3 – Wing 260
- Wednesday, November 10 – Wing 260
- Wednesday, November 17 – Wing 260
- Monday, November 22 – Tower 1352

NEW! - 2011 TRUSTMARK SUPPLEMENTAL BENEFITS

The City has selected TRUSTMARK INSURANCE COMPANY to replace ALLSTATE for COVERAGE in 2011

All policies include WELLNESS BENEFITS that PAY CASH to you annually!

All policies **pay cash directly to you** in addition to any other coverage. These benefits can help protect your earnings, take care of monthly bills, or pay for the extra costs of an injury or illness.

- **Accident Insurance** – You do everything you can to keep your family safe, but accidents do happen. When they do, it's good to know you have help to manage the medical costs associated with accidental injuries. Trustmark's Accident Insurance helps take care of medical bills, so you can take care of your family.
- **Cancer & Critical Illness Insurance** – Critical Illness Insurance provides a substantial cash benefit upon the first diagnosis (the first time a physician identifies a covered condition from its signs or symptoms) of a covered critical illness or conditions to help protect you from the costs associated with them. Your benefit amount is paid in full regardless of any other insurance you may have in force.

FBMC enrollment counselors will be available in the Human Resources lobby throughout Open Enrollment to answer questions and assist you with enrollment. If you would like to meet with an enrollment counselor to make your enrollment election, schedule an appointment online at www.myenrollmentschedule.com/sanjose or call 1-866-998-2915.

For additional Open Enrollment information

Open Enrollment website
Send us an e-mail
Give us a call

www.sanjoseca.gov/humanresources/OE2011.asp
benefits@sanjoseca.gov
(408) 535-1285